

THE CORNING UNION HIGH SCHOOL DISTRICT

and the

Corning Union High School CAL-ESP CTA

Agree to the following:

General Terms :

- 1) Terms of this agreement are effective July 1, 2025 and apply only to those employed with the District at the time of ratification.
- 2) This agreement shall close bargaining for the 2025-26 school year.
- 3) A 3% increase will be applied to the classified salary schedule for 2025-26 effective 7/1/25.

1.5% off schedule for 2025-26 school year

3% on schedule for 2026-27 school year

Contract Language :

Article V

- 5.10 The District shall release, without loss of compensation, elected or appointed Association members for the purpose of conducting union business with prior approval of Superintendent or designee.
- a. The total cost of employee release in any fiscal year shall not exceed five (5) days or forty (40) hours.
 - b. The total number of employees released to attend a particular training shall not disrupt the essential services of the District.
 - c. The District shall only be responsible for the cost of release time from the employee's regular work hours and substitute's cost, if used.

Article VII NEW LANGUAGE

Classified Summer School/ Anytime School Policy for Corning Union High School District

The District will notify Classified staff by May 15th each year by district email about Summer School Vacancies. And if the need arises during the summer, a follow-up email will be sent to all Classified Personnel.

Summer school positions will be filled with current Classified staff members. Returning Summer School staff have priority.

If the number of interested staff exceeds the available positions, priority will be given to the most senior and qualified employee. In cases where multiple staff members have equal seniority, selection will be based on relevant qualifications and district needs. The district reserves the right to make final decisions based on contractual agreements and educational priorities.

Article XI

11.3 Personal Leave

- d. The employee may elect to receive payment of excess personal leave that cannot be carried over accumulated through June 30th. In lieu of losing excess personal leave hours an employee may cash out hours at 100% rate of current pay rate (see salary schedule). In order to cash out hours, a personal leave cash out form must be completed and turned in to the payroll office by May 31st. See Appendix F.

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Corning Union High School District

REQUEST FOR ANNUAL CASHOUT OF PERSONAL LEAVE

Complete this form to receive payment for unused personal leave. **Forms without signatures** will not be accepted. Completed forms must be returned to the Payroll Office by May 31st.

I understand that I can cash out for no more than 2 days, and that this remuneration may not be considered earnable compensation for my retirement system. All personal leave days converted for the cash out will be deducted from my current accumulated personal leave balance.

In accordance with the negotiated agreement and terms above, I elect to cash out _____ hours of personal leave.

Payment will be made with the employee's next pay period after May 31st.

(PRINT) Employee Name

Employee Signature

Job Title

Date:

RETURN COMPLETED FORM TO THE PAYROLL OFFICE

Corning Union High School District

Classified Employee Catastrophic Leave Donation Form

Complete this form and submit to your Association President

I understand that this donation must be between 8 and 80 hours. Additionally, I am required to keep a minimum balance of 24 hours of sick leave and/or 16 hours of personal leave for my own use.

For part-time employees who work less than 8 hours per day, the minimum balance must be the hourly equivalent of 3 workdays in sick leave and 2 workdays in personal leave.

Any unused donated hours will not be returned to me but will remain in the Catastrophic Leave Bank for future use by classified unit members who qualify and are approved for catastrophic leave.

I, _____, hereby request that the Association approve my donation of _____ hours, of my qualifying leave, to be deposited for use by _____ (Recipient).

Deduct hours from Donor's personal leave bank.

Deduct hours from Donor's sick leave bank.

Donor Signature

Date

Association President Signature

Date

OFFICE USE ONLY:

Account Technician-Payroll

Date

FOR THE DISTRICT:

Miguel Barriga 1-20-26

Miguel Barriga, Superintendent Date

D.D. 01-26-24

Diana Davisson, CBO Date

Cassie Riddle 1/20/26

Cassie Riddle, HR Coordinator Date

Tony Turri, Board President Date

FOR THE BARGAINING UNIT:

Myndee Albers 1-20-26

Myndee Albers, CUHS ESP President Date

[Signature] 1/20/26

Sandra Wilson, ESP Bargaining Team Date

[Signature] 1-20-26

Andrew Amundson, ESP Bargaining Team Date

[Signature] 1-20-26

Doug Verner, ESP Bargaining Team Date

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District:	CORNING UNION HIGH SCHOOL DISTRICT
Name of Bargaining Unit:	CAL-ESP CTA
Certificated, Classified, Other:	CLASSIFIED

The proposed agreement covers the period beginning: **July 1, 2025** and ending: **June 30, 2027**
(date) (date)

The Governing Board will act upon this agreement on: **March 19, 2026**
(date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined	Annual Cost Prior to Proposed Settlement	Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 multiyear and overlapping agreements and Step & Column increases)		
		Year 1 Increase/(Decrease)	Year 2 Increase/(Decrease)	Year 3 Increase/(Decrease)
		2025-26	2026-27	2027-28
1. Salary Schedule Including Step and Column	\$ 3,248,289	\$ 97,449	\$ 100,372	
		3.00%	3.00%	0.00%
2. Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.	\$ 76,936	\$ 2,308		
		3.00%	0.00%	0.00%
Description of Other Compensation	1.5% off schedule	50,114		
3. Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,198,200	\$ 55,014	\$ 37,511	
		4.59%	2.99%	0.00%
4. Health/Welfare Plans	\$ 704,179			
		0.00%	0.00%	0.00%
5. Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 5,227,604	\$ 204,885	\$ 137,883	\$ -
		3.92%	2.54%	0.00%
6. Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	66.00			
7. Total Compensation Average Cost per Bargaining Unit Employee	\$ 79,206	\$ 3,104	\$ 2,089	\$ -
		3.92%	2.54%	0.00%

A. Proposed Change in Compensation (Continued)

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a year, what is the annualized percentage of that change for "Year 1"?

THE DISTRICT AND UNIT AGREED TO A TWO YEAR COMPENSATION PACKAGE. YEAR ONE THE UNIT WILL RECEIVE 3% ON SCHEDULE AND 1.5% OFF SCHEDULE COMPENSATION. YEAR TWO THE UNIT WILL RECEIVE 3% ON SCHEDULE. THE AGREEMENT ALSO INCLUDES A CHANGE TO ARTICLE XI - PERSONAL LEAVE, INCREASING THE CASHOUT AMOUNT FROM

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

NO

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

N/A

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits? Yes No
If yes, please describe the cap amount.

HEALTH AND WELFARE CAP IS \$14,700 PER YEAR FOR A FULL TIME EMPLOYEE WHICH WAS NEGOTIATED IN THE 2024.25 NEGOTIATIONS.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

ARTICLE V - REMOVED SPECIFIC TRAININGS LISTED AND REPLACED WITH "CONDUCTING UNION BUSINESS". ARTICLE VII HAS NEW LANGUAGE ON HOW SUMMER SCHOOL POSITIONS WILL BE AWARDED.

C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

THIS SETTLEMENT ALLOWS FOR THE CONTINUATION OF NORMAL OPERATIONS ACROSS ALL SITES, WITH NO DISRUPTION TO INSTRUCTION OR SUPPORT SERVICES. THE DISTRICT HOPES THAT IT WILL CONTINUE STRENGTHENING THE WORKING RELATIONSHIP BETWEEN THE DISTRICT AND THE UNIT BY FOSTERING AN ENVIRONMENT OF MUTUAL RESPECT AND

D. What contingency language is included in the proposed agreement (e.g., reopeners, etc.)?

N/A

E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.

N/A

F. Source of Funding for Proposed Agreement:

1. Current Year

A COMBINATION OF GENERAL FUND RESERVES AND RESTRICTED ONE-TIME MONEY.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

N/A

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

YEAR 2 OF THE AGREEMENT WILL BE FUNDED WITH THE GENERAL FUND.

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Bargaining Unit:

CAL-ESP CTA

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 12.11.2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 17,256,875		\$ -	\$ 17,256,875
Federal Revenue	8100-8299			\$ -	\$ -
Other State Revenue	8300-8599	\$ 422,758		\$ -	\$ 422,758
Other Local Revenue	8600-8799	\$ 826,991		\$ -	\$ 826,991
TOTAL REVENUES		\$ 18,506,624		\$ -	\$ 18,506,624
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 6,097,676			\$ 6,097,676
Classified Salaries	2000-2999	\$ 2,684,679	\$ 66,575		\$ 2,751,254
Employee Benefits	3000-3999	\$ 3,954,065	\$ 20,056		\$ 3,974,121
Books and Supplies	4000-4999	\$ 1,098,664		\$ -	\$ 1,098,664
Services and Other Operating Expenditures	5000-5999	\$ 1,937,195		\$ -	\$ 1,937,195
Capital Outlay	6000-6999	\$ 577,315		\$ -	\$ 577,315
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 348,391		\$ -	\$ 348,391
Transfers of Indirect Costs	7300-7399	\$ (468,737)		\$ -	\$ (468,737)
TOTAL EXPENDITURES		\$ 16,229,248	\$ 86,631	\$ -	\$ 16,315,879
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 1,659,128	\$ -	\$ -	\$ 1,659,128
Contributions	8980-8999	\$ (2,917,809)	\$ (41,282)	\$ -	\$ (2,959,091)
OPERATING SURPLUS (DEFICIT)*		\$ (2,299,561)	\$ (127,913)	\$ -	\$ (2,427,474)
BEGINNING FUND BALANCE					
	9791	\$ 8,569,158			\$ 8,569,158
Audit Adjustments/Other Restatements	9793/9795				\$ -
ENDING FUND BALANCE		\$ 6,269,597	\$ (127,913)	\$ -	\$ 6,141,684
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ 1,000	\$ -	\$ -	\$ 1,000
Restricted	9740				
Committed	9750-9760		\$ -	\$ -	\$ -
Assigned	9780	\$ 5,050,683	\$ (161,950)	\$ -	\$ 4,888,733
Reserve for Economic Uncertainties	9789	\$ 1,217,914	\$ 34,037	\$ -	\$ 1,251,951
Unassigned/Unappropriated Amount	9790	\$ -	\$ 0	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit: CAL-ESP CTA

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board-Approved Budget Before Settlement (As of 12.11.2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 2,347,312		\$ -	\$ 2,347,312
Other State Revenue	8300-8599	\$ 5,284,923		\$ -	\$ 5,284,923
Other Local Revenue	8600-8799	\$ 492,051		\$ -	\$ 492,051
TOTAL REVENUES		\$ 8,124,286		\$ -	\$ 8,124,286
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 1,445,851	\$ -	\$ -	\$ 1,445,851
Classified Salaries	2000-2999	\$ 2,473,820	\$ 77,648	\$ -	\$ 2,551,468
Employee Benefits	3000-3999	\$ 2,438,839	\$ 28,949	\$ -	\$ 2,467,788
Books and Supplies	4000-4999	\$ 1,107,312		\$ -	\$ 1,107,312
Services and Other Operating Expenditures	5000-5999	\$ 2,369,692		\$ -	\$ 2,369,692
Capital Outlay	6000-6999	\$ 2,027,982		\$ -	\$ 2,027,982
Other Outgo (excluding Indirect Costs)	7100-7299	\$ 234,489		\$ -	\$ 234,489
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ 461,477		\$ -	\$ 461,477
TOTAL EXPENDITURES		\$ 12,559,462	\$ 106,597	\$ -	\$ 12,666,059
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions	8980-8999	\$ 2,917,809	\$ 41,282	\$ -	\$ 2,959,091
OPERATING SURPLUS (DEFICIT)*		\$ (1,517,367)	\$ (65,315)	\$ -	\$ (1,582,682)
BEGINNING FUND BALANCE					
	9791	\$ 3,624,420			\$ 3,624,420
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 2,107,053	\$ (65,315)	\$ -	\$ 2,041,738
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 2,107,053	\$ (65,315)	\$ -	\$ 2,041,738
Committed	9750-9760				
Assigned Amounts	9780				
Reserve for Economic Uncertainties	9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ 0	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

**Bargaining Unit: Combined General Fund
CAL-ESP CTA**

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 12.11.2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 17,256,875		\$ -	\$ 17,256,875
Federal Revenue 8100-8299	\$ 2,347,312		\$ -	\$ 2,347,312
Other State Revenue 8300-8599	\$ 5,707,681		\$ -	\$ 5,707,681
Other Local Revenue 8600-8799	\$ 1,319,042		\$ -	\$ 1,319,042
TOTAL REVENUES	\$ 26,630,910		\$ -	\$ 26,630,910
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 7,543,527	\$ -	\$ -	\$ 7,543,527
Classified Salaries 2000-2999	\$ 5,158,499	\$ 144,224	\$ -	\$ 5,302,723
Employee Benefits 3000-3999	\$ 6,392,904	\$ 49,005	\$ -	\$ 6,441,909
Books and Supplies 4000-4999	\$ 2,205,976		\$ -	\$ 2,205,976
Services and Other Operating Expenditures 5000-5999	\$ 4,306,887		\$ -	\$ 4,306,887
Capital Outlay 6000-6999	\$ 2,605,297		\$ -	\$ 2,605,297
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 582,880		\$ -	\$ 582,880
Transfers of Indirect Costs 7300-7399	\$ (7,260)		\$ -	\$ (7,260)
TOTAL EXPENDITURES	\$ 28,788,710	\$ 193,228	\$ -	\$ 28,981,938
OTHER FINANCING SOURCES/USES				
Transfer In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,659,128	\$ -	\$ -	\$ 1,659,128
Contributions 8980-8999	\$ -	\$ 0	\$ -	\$ 0
OPERATING SURPLUS (DEFICIT)*	\$ (3,816,928)	\$ (193,228)	\$ -	\$ (4,010,156)
BEGINNING FUND BALANCE				
9791	\$ 12,193,578			\$ 12,193,578
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 8,376,650	\$ (193,228)	\$ -	\$ 8,183,422
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 1,000	\$ -	\$ -	\$ 1,000
Restricted 9740	\$ 2,107,053	\$ (65,315)	\$ -	\$ 2,041,738
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ 5,050,683	\$ (161,950)	\$ -	\$ 4,888,733
Reserve for Economic Uncertainties 9789	\$ 1,217,914	\$ 34,037	\$ -	\$ 1,251,951
Unassigned/Unappropriated Amount 9790	\$ -	\$ 0	\$ -	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 11 - Adult Education Fund

Bargaining Unit: CAL-ESP CTA

		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (As of 12.11.2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
Federal Revenue	8100-8299	\$ -		\$ -	\$ -
Other State Revenue	8300-8599	\$ 23,403		\$ -	\$ 23,403
Other Local Revenue	8600-8799	\$ 86,778		\$ -	\$ 86,778
TOTAL REVENUES		\$ 110,181		\$ -	\$ 110,181
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 25,896	\$ -	\$ -	\$ 25,896
Classified Salaries	2000-2999	\$ 55,579	\$ 1,318	\$ -	\$ 56,897
Employee Benefits	3000-3999	\$ 24,063	\$ 491	\$ -	\$ 24,554
Books and Supplies	4000-4999	\$ 11,596		\$ -	\$ 11,596
Services and Other Operating Expenditures	5000-5999	\$ 4,502		\$ -	\$ 4,502
Capital Outlay	6000-6999	\$ 8,339		\$ -	\$ 8,339
Other Outgo (excluding Indirect Costs)	7100-7299	\$ -		\$ -	\$ -
	7400-7499				
Transfers of Indirect Costs	7300-7399	\$ 4,260		\$ -	\$ 4,260
TOTAL EXPENDITURES		\$ 134,235	\$ 1,810	\$ -	\$ 136,045
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (24,054)	\$ (1,810)	\$ -	\$ (25,864)
BEGINNING FUND BALANCE					
	9791	\$ 108,066			\$ 108,066
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 84,012	\$ (1,810)	\$ -	\$ 82,202
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 552	\$ -	\$ -	\$ 552
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 83,460	\$ -	\$ -	\$ 83,460
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (1,810)	\$ -	\$ (1,810)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13/61 - Cafeteria Fund

Bargaining Unit:

CAL-ESP CTA

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board-Approved Budget Before Settlement (As of 12.11.2025)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 527,000		\$ -	\$ 527,000
Other State Revenue 8300-8599	\$ 253,000		\$ -	\$ 253,000
Other Local Revenue 8600-8799	\$ 143,200		\$ -	\$ 143,200
TOTAL REVENUES	\$ 923,200		\$ -	\$ 923,200
EXPENDITURES				
Certificated Salaries 1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries 2000-2999	\$ 319,875	\$ 7,173	\$ -	\$ 327,048
Employee Benefits 3000-3999	\$ 202,576	\$ 2,674	\$ -	\$ 205,250
Books and Supplies 4000-4999	\$ 541,694		\$ -	\$ 541,694
Services and Other Operating Expenditures 5000-5999	\$ 106,595		\$ -	\$ 106,595
Capital Outlay 6000-6999	\$ 217,415		\$ -	\$ 217,415
Other Outgo (excluding Indirect Costs) 7100-7299	\$ -		\$ -	\$ -
7400-7499				
Transfers of Indirect Costs 7300-7399	\$ 3,000		\$ -	\$ 3,000
TOTAL EXPENDITURES	\$ 1,391,155	\$ 9,847	\$ -	\$ 1,401,002
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*	\$ (467,955)	\$ (9,847)	\$ -	\$ (477,802)
BEGINNING FUND BALANCE 9791	\$ 1,162,009			\$ 1,162,009
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 694,054	\$ (9,847)	\$ -	\$ 684,207
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 56,521	\$ -	\$ -	\$ 56,521
Restricted 9740	\$ 637,533	\$ (9,847)	\$ -	\$ 627,686
Committed 9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned 9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ (0)	\$ -	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

**Unrestricted General Fund MYP
CAL-ESP CTA**

Bargaining Unit:

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 17,256,875	\$ 17,219,156	\$ 17,352,049
Federal Revenue 8100-8299	\$ -	\$ -	\$ -
Other State Revenue 8300-8599	\$ 422,758	\$ 422,758	\$ 422,358
Other Local Revenue 8600-8799	\$ 826,991	\$ 826,991	\$ 826,991
TOTAL REVENUES	\$ 18,506,624	\$ 18,468,905	\$ 18,601,398
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 6,097,676	\$ 6,414,354	\$ 6,542,654
Classified Salaries 2000-2999	\$ 2,751,254	\$ 2,804,954	\$ 2,859,754
Employee Benefits 3000-3999	\$ 3,974,121	\$ 4,075,856	\$ 4,125,856
Books and Supplies 4000-4999	\$ 1,098,664	\$ 1,065,164	\$ 1,065,164
Services and Other Operating Expenditures 5000-5999	\$ 1,937,195	\$ 2,087,718	\$ 2,087,718
Capital Outlay 6000-6999	\$ 577,315	\$ 514,815	\$ 514,815
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 348,391	\$ 348,391	\$ 348,391
Transfers of Indirect Costs 7300-7399	\$ (468,737)	\$ (188,177)	\$ (188,177)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 16,315,879	\$ 17,123,075	\$ 17,356,175
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 1,659,128	\$ 70,000	\$ 70,000
Contributions 8980-8999	\$ (2,959,091)	\$ (2,964,625)	\$ (3,052,326)
OPERATING SURPLUS (DEFICIT)*	\$ (2,427,474)	\$ (1,688,795)	\$ (1,877,103)
BEGINNING FUND BALANCE			
9791	\$ 8,569,158	\$ 6,141,684	\$ 4,452,889
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 6,141,684	\$ 4,452,889	\$ 2,575,786
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 1,000	\$ 1,000	\$ 1,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 4,888,733	\$ 3,545,382	\$ 1,654,807
Reserve for Economic Uncertainties 9789	\$ 1,251,951	\$ 906,507	\$ 919,979
Unassigned/Unappropriated Amount 9790	\$ 0	\$ (0)	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

**Restricted General Fund MYP
CAL-ESP CTA**

Bargaining Unit:

Object Code	2025-26	2026-27	2027-28
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 2,347,312	\$ 1,370,193	\$ 1,370,193
Other State Revenue 8300-8599	\$ 5,284,923	\$ 1,125,098	\$ 1,125,098
Other Local Revenue 8600-8799	\$ 492,051	\$ 309,408	\$ 309,408
TOTAL REVENUES	\$ 8,124,286	\$ 2,804,699	\$ 2,804,699
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 1,445,851	\$ 651,350	\$ 680,250
Classified Salaries 2000-2999	\$ 2,551,468	\$ 1,493,838	\$ 1,543,338
Employee Benefits 3000-3999	\$ 2,467,788	\$ 1,758,650	\$ 1,783,949
Books and Supplies 4000-4999	\$ 1,107,312	\$ 544,829	\$ 544,829
Services and Other Operating Expenditures 5000-5999	\$ 2,369,692	\$ 574,788	\$ 574,788
Capital Outlay 6000-6999	\$ 2,027,982	\$ 30,733	\$ 30,733
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 234,489	\$ 234,489	\$ 234,489
Transfers of Indirect Costs 7300-7399	\$ 461,477	\$ 180,917	\$ 180,917
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 12,666,059	\$ 5,469,594	\$ 5,573,293
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 2,959,091	\$ 2,964,625	\$ 3,052,326
OPERATING SURPLUS (DEFICIT)*	\$ (1,582,682)	\$ 299,730	\$ 283,732
BEGINNING FUND BALANCE			
9791	\$ 3,624,420	\$ 2,041,738	\$ 2,341,468
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 2,041,738	\$ 2,341,468	\$ 2,625,200
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 2,041,738	\$ 2,341,468	\$ 2,625,200
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ 0	\$ 0	\$ 0

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit:

CAL-ESP CTA

Object Code		2025-26	2026-27	2027-28
		Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES				
LCFF Revenue	8010-8099	\$ 17,256,875	\$ 17,219,156	\$ 17,352,049
Federal Revenue	8100-8299	\$ 2,347,312	\$ 1,370,193	\$ 1,370,193
Other State Revenue	8300-8599	\$ 5,707,681	\$ 1,547,856	\$ 1,547,456
Other Local Revenue	8600-8799	\$ 1,319,042	\$ 1,136,399	\$ 1,136,399
TOTAL REVENUES		\$ 26,630,910	\$ 21,273,604	\$ 21,406,097
EXPENDITURES				
Certificated Salaries	1000-1999	\$ 7,543,527	\$ 7,065,704	\$ 7,222,904
Classified Salaries	2000-2999	\$ 5,302,723	\$ 4,298,792	\$ 4,403,092
Employee Benefits	3000-3999	\$ 6,441,909	\$ 5,834,506	\$ 5,909,805
Books and Supplies	4000-4999	\$ 2,205,976	\$ 1,609,993	\$ 1,609,993
Services and Other Operating Expenditures	5000-5999	\$ 4,306,887	\$ 2,662,506	\$ 2,662,506
Capital Outlay	6000-6999	\$ 2,605,297	\$ 545,548	\$ 545,548
Other Outgo (excuding Indirect Costs)	7100-7299 7400-7499	\$ 582,880	\$ 582,880	\$ 582,880
Transfers of Indirect Costs	7300-7399	\$ (7,260)	\$ (7,260)	\$ (7,260)
Other Adjustments			\$ -	\$ -
TOTAL EXPENDITURES		\$ 28,981,938	\$ 22,592,669	\$ 22,929,468
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources	8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 1,659,128	\$ 70,000	\$ 70,000
Contributions	8980-8999	\$ 0	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (4,010,156)	\$ (1,389,065)	\$ (1,593,371)
BEGINNING FUND BALANCE				
	9791	\$ 12,193,578	\$ 8,183,422	\$ 6,794,357
Audit Adjustments/Other Restatements	9793/9795	\$ -		
ENDING FUND BALANCE		\$ 8,183,422	\$ 6,794,357	\$ 5,200,986
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable	9711-9719	\$ 1,000	\$ 1,000	\$ 1,000
Restricted	9740	\$ 2,041,738	\$ 2,341,468	\$ 2,625,200
Committed	9750-9760	\$ -	\$ -	\$ -
Assigned	9780	\$ 4,888,733	\$ 3,545,382	\$ 1,654,807
Reserve for Economic Uncertainties	9789	\$ 1,251,951	\$ 906,507	\$ 919,979
Unassigned/Unappropriated Amount	9790	\$ 0	\$ (0)	\$ (0)

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2025-26	2026-27	2027-28
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 30,641,066	\$ 22,662,669	\$ 22,999,468
b.	Less: Special Education Pass-Through Funds		\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 30,641,066	\$ 22,662,669	\$ 22,999,468
d.	State Standard Minimum Reserve Percentage for this District Enter percentage	4.00%	4.00%	4.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 1,225,643	\$ 906,507	\$ 919,979

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 1,251,951	\$ 906,507	\$ 919,979
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 0	\$ (0)	\$ (0)
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 1,251,951	\$ 906,507	\$ 919,979
f.	Reserve for Economic Uncertainties Percentage	4.09%	4.00%	4.00%

3. Do unrestricted reserves meet the state minimum reserve amount?

2025-26	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2026-27	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2027-28	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES (CONTINUED)

5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$ 204,885
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$ (193,228)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$ (1,810)
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$ -
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$ (9,847)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$ -
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$ -
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$ (204,885)

Variance \$ (0)

Variance Explanation:

N/A

6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ (3,816,928)	(12.5%)	CAPITAL OUTLAY/TRANSFERS OUT
Current FY Surplus/(Deficit) after settlement(s)?	\$ (4,010,156)	(13.1%)	CAPITAL OUTLAY
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,389,065)	(6.1%)	
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,593,371)	(6.9%)	

Deficit Reduction Plan (as necessary):

To address structural deficit spending, the district will phase out grant-funded positions once the associated grant terms expire, unless alternative funding sources are identified to cover the personnel costs. In addition, the district will begin reviewing staffing ratios to ensure efficient and sustainable resource allocation. Additionally,

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 8a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

CORNING UNION HIGH SCHOOL DISTRICT
Public Disclosure of Proposed Collective Bargaining Agreement

J. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Corning Union High School District, hereby certify that the District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 01, 2025 to June 30, 2027.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	0
\$	204,885
\$	<u>(204,885)</u>

Subsequent Years

Budget Adjustment Categories:

Revenues/Transfers In and Other Sources/Contributions
Expenditures/Transfers Out and Other Uses
Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	-
\$	<u>-</u>

Budget Revisions

If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

Miguel Baniga
District Superintendent
(Signature)

3-4-2026
Date

I hereby certify I am unable to certify

D. D.
Chief Business Official
(Signature)

03.05.26
Date

Special Note: The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

K. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Sections 3540.2(a) and 3547.5.

CORNING UNION HIGH SCHOOL DISTRICT

District Name

Miguel Baneja

**District Superintendent
(Signature)**

3-9-2026

Date

DIANA DAVISSON

Contact Person

530-824-8002

Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on mARCH 19, 2026, took action to approve the proposed agreement with the CAL-ESP CTA Bargaining Unit(s).

**President (or Clerk), Governing Board
(Signature)**

Date

Special Note: The Tehama County Department of Education may request additional information, as necessary, to review the district's compliance with requirements.

ESP CLASSIFIED 2025/26

Step > Range	1	2	3	4	5	6	7	8,9,10	11,12,13	14,15,16	17,18,19	20	21	
7	17.54	18.07	18.61	19.17	19.74	20.33	20.94	21.57	22.22	22.89	23.57	24.28	25.01	Food Service Worker I, Child Care Asst, CMUG
8	18.00	18.54	19.09	19.67	20.26	20.86	21.49	22.14	22.80	23.48	24.19	24.91	25.66	
9	18.47	19.02	19.59	20.18	20.78	21.41	22.05	22.71	23.39	24.10	24.82	25.56	26.33	
10	18.93	19.50	20.08	20.69	21.31	21.95	22.61	23.96	25.40	26.92	28.54	30.25	30.86	Food Service Worker II
11	19.41	19.99	20.59	21.20	21.84	22.50	23.17	24.56	26.03	27.60	29.25	31.01	31.63	
12	19.89	20.49	21.10	21.73	22.39	23.06	23.75	25.17	26.69	28.29	29.98	31.78	32.42	Custodian/Maintenance I
13	20.39	21.00	21.63	22.28	22.95	23.63	24.34	25.80	27.35	28.99	30.73	32.58	33.23	Library Tech; Career Tech, Paraeducator I, FS Lead
14	20.90	21.52	22.17	22.83	23.52	24.23	24.95	26.45	28.04	29.72	31.50	33.39	34.06	
15	21.42	22.06	22.72	23.41	24.11	24.83	25.58	27.11	28.74	30.46	32.29	34.23	34.91	Custodian/Maintenance II, Grounds/Maintenance I, Paraeducator II, Campus Supervisor
16	21.96	22.61	23.29	23.99	24.71	25.45	26.22	27.79	29.46	31.22	33.10	35.08	35.78	Admin Asst Maintenance, Attendance, Adult Ed Student Service Tech.
17	22.50	23.18	23.87	24.59	25.33	26.09	26.87	28.48	30.19	32.00	33.92	35.96	36.68	Night Lead Custodian/Maintenance
18	23.07	23.76	24.47	25.21	25.96	26.74	27.54	29.20	30.95	32.80	34.77	36.86	37.60	Grounds/Maintenance II, Maintenance Worker I, CTE Community Liaison, Copy Center Tech., Bilingual Parent Community Liaison, R Farmhouse Manager
19	23.64	24.35	25.08	25.84	26.61	27.41	28.23	29.93	31.72	33.62	35.64	37.78	38.54	
20	24.23	24.96	25.71	26.48	27.28	28.09	28.94	30.67	32.51	34.46	36.53	38.72	39.50	Health Aide, Admin Asst ASB/Princ Sec, Registrar, School Farm Maintenance, Alt. Ed. Asst.,
21	24.84	25.59	26.35	27.14	27.96	28.80	29.66	31.44	33.33	35.33	37.45	39.69	40.49	Bus Drivers
22	25.46	26.22	27.01	27.82	28.66	29.52	30.40	32.23	34.16	36.21	38.38	40.68	41.50	
23	26.10	26.88	27.69	28.52	29.37	30.25	31.16	33.03	35.01	37.11	39.34	41.70	42.54	
24	26.75	27.55	28.38	29.23	30.11	31.01	31.94	33.86	35.89	38.04	40.32	42.74	43.60	Intensive Behavior Interventionist(IBM), SPED Data Technician, College/ Career Readiness Tech.
25	27.42	28.24	29.09	29.96	30.86	31.79	32.74	34.70	36.79	38.99	41.33	43.81	44.69	District Testing Assistant
26	28.10	28.95	29.82	30.71	31.63	32.58	33.56	35.57	37.71	39.97	42.37	44.91	45.81	
27	28.81	29.67	30.56	31.48	32.42	33.40	34.40	36.46	38.65	40.97	43.43	46.03	46.95	
28	29.53	30.41	31.33	32.27	33.23	34.23	35.26	37.37	39.61	41.99	44.51	47.18	48.13	
29	30.27	31.17	32.11	33.07	34.06	35.09	36.14	38.31	40.61	43.04	45.62	48.36	49.33	
30	31.02	31.95	32.91	33.90	34.92	35.96	37.04	39.26	41.62	44.12	46.76	49.57	50.56	Head Mechanic, Lead Matin/Grounds, Lead Custodian, Lead Transportation, HVAC/Electrician
31	31.80	32.75	33.73	34.75	35.79	36.86	37.97	40.25	42.66	45.22	47.93	50.81	51.83	
32	32.59	33.57	34.58	35.61	36.68	37.78	38.92	41.25	43.73	46.35	49.13	52.08	53.12	
33	33.41	34.41	35.44	36.50	37.60	38.73	39.89	42.28	44.82	47.51	50.36	53.38	54.45	
34	34.24	35.27	36.33	37.42	38.54	39.70	40.89	43.34	45.94	48.70	51.62	54.72	55.81	
35	35.10	36.15	37.24	38.35	39.50	40.69	41.91	44.42	47.09	49.91	52.91	56.08	57.21	
36	35.98	37.06	38.17	39.31	40.49	41.71	42.96	45.53	48.27	51.16	54.23	57.49	58.64	Tech Support Specialist
37	36.88	37.98	39.12	40.29	41.50	42.75	44.03	46.67	49.47	52.44	55.59	58.92	60.10	
38	37.80	38.93	40.10	41.30	42.54	43.82	45.13	47.84	50.71	53.75	56.98	60.40	61.60	
39	38.74	39.90	41.10	42.33	43.60	44.91	46.26	49.04	51.98	55.10	58.40	61.91	63.14	
40	39.71	40.90	42.13	43.39	44.69	46.04	47.42	50.26	53.28	56.47	59.86	63.45	64.72	

Board approved March 19,2026

- 7/1/22- 11.54% increase
- 7/1/23 - 10.19% increase
- 7/1/24 - .75% increase
- 7/1/25 - 3% increase